

WorkEthic Certification:

Developing Hoosiers for Workforce Success



INNOVATING Indiana



WorkEthic Overview

- What is **WorkEthic** certification?
- Who is adopting **WorkEthic** certification?
- **WorkEthic** how does it work?
- What are the criteria and outcomes?
- How can you help?
- Contact Information



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What is **WorkEthic** certification?

A program designed to:

- Reinforce the value of positive **WorkEthic** and commitment to successful employment
- Recognize a common, identifiable metric of work habits
- Develop and improve life skills of Hoosier students
- Integrate value of soft skill development into traditional technical or academic training



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What is **WorkEthic** Certification?

A program designed to:

- Help Indiana compete more effectively
- Supply employers with skilled workers
- Produce an emerging workforce that is prepared to face the challenges of a global marketplace
- Be a filter for hiring or selecting candidates that have demonstrated knowledge, skills, abilities, and commitment to work



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Who is adopting **WorkEthic** certification?

- Indiana Workforce Development
- Regional Workforce Boards
- School Administrators, Faculty and Staff
- Students
- Universities & Post-Secondary Institutions
- State/Local Chambers of Commerce
- Workforce and Economic Development
- Businesses
- Community Leaders



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How does it work?

- All high school juniors and seniors are eligible to participate (may vary by school)
- Students and Parents need to complete the *Intent to Participate* form
- Students complete a *Teacher Identification List* and *Community Service Documentation* form and return by specified due date
- Schools complete all criteria within 120 day observation period



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What is the **WorkEthic** Criteria?

- 
- Organization
 - Respectfulness
 - Teamwork
 - Discipline
 - Punctuality
 - Attendance
 - Absence
 - Tardy
 - Community Service/Internship
 - Overall GPA

The WorkEthic Certification will be awarded to students who successfully demonstrate a minimum point level in **all** ten criteria



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WorkEthic Certificates

- Certificates are signed by the Governor and the Commissioner
- Student can utilize to their advantage on resumes, college applications, and at job interviews
- A Gold level certificate indicates a score of 92% or above
- A Blue level certificate indicates a score of 82% and greater, but less than 92%



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WorkEthic Certificate - Front



WorkEthic[★]

CERTIFICATE

HONORING HIGH SCHOOL JUNIORS AND SENIORS

Recipient

ON THE _____ DAY OF _____ IN THE YEAR TWO THOUSAND AND SIX

Whereby you have demonstrated a desire to improve your work readiness and employability skills, we recognize your accomplishments with a WorkEthic Certification. Mastering the work ready traits of punctuality, discipline, respectfulness, teamwork, commitment, organization and showing compassion to your community via participation in service project, earns you the important distinction. Our state is honored to have your skills as a part of the Hoosier workforce.

Mitchell E. Daniels, Jr.
Governor of Indiana

Ronald L. Stiver
Commissioner of IDWD



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WorkEthic Certificate - Back

WorkEthic

Completed Criteria

★ ATTENDANCE

Student attends school and class on a consistent basis and notifies the school in advance of planned absences

★ DISCIPLINE

Student displays self-discipline and self-responsibility

★ COMMUNITY SERVICE

Through community service learning, students are able to apply WorkEthic standards demonstrated in academia to the real world

★ OVERALL GRADE POINT AVERAGE

★ ORGANIZATION

Displays strong personal and time management skills and flexibility skills. Requires signatures from three teachers.

★ PUNCTUALITY

Student is punctual in the completion of classroom assignments. Requires signatures from three teachers.

★ RESPECTFULNESS

Respects the rights of others and demonstrates it to fellow students, teachers and administrators. Requires signatures from three teachers.

★ TEAMWORK

Displays team/group cooperation with fellow students, teachers and administrators. Requires signatures from three teachers.

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Pilot Outcomes and Goals



EGR	Schools	Blue	Gold	Awarded
1	11	37	54	91
3	32	349	659	1,008
Total	43	386	713	1,099

Statewide year 1 goals:

- 50% total secondary school participation rate
- 60% total eligible student participation rate



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How you can help?

- Become a partner
- Promote local awareness
- Encourage employers to pledge support by submitting *Employer Intent to Participate Forms*
- Encourage schools to submit *Participating School Fact Sheet*



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WorkEthic Contact

- If you have any questions regarding the WorkEthic Certification program, please contact:

Brittany Dougherty, IDWD Market Support

Phone: 317- 234-3115

Fax: 317- 232-1821

Email: bbdougherty@dwd.in.gov

- Additional program information can be obtained at:

[http:// www.in.gov/dwd/partners/workethic.html](http://www.in.gov/dwd/partners/workethic.html)



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